

U.S. Embassy Rabat ✧ Human Resources Office
Vacancy Announcement
SENIOR COMMERCIAL SPECIALIST
ANNOUNCEMENT NUMBER: 14-49

OPEN TO: ALL INTERESTED CANDIDATES

POSITION: SENIOR COMMERCIAL SPECIALIST

OPENING DATE: Tuesday, August 19, 2014

CLOSING DATE: Wednesday, October 1, 2014

WORK HOURS: Full-time, 40 hours/week

SALARY: *Ordinarily Resident: Gross Salary DH 418,222 p.a. (Starting Salary based on 40 hours including allowances, competitive bonus and benefits package. U.S. Mission will withhold from your gross salary employee's portion of the CNSS and CIMR contributions, health/life/disability insurance contributions as well as all tax obligations as imposed by the US and/or host country governments)

(Position Grade: FSN-11)

*Not-Ordinarily Resident: \$62,378 p.a. (Starting Salary based on 40 hours)
(Position Grade: FP-4 following confirmation by Washington)

The U.S. Consulate General in Casablanca is seeking an individual for the Senior Commercial Specialist position to work for the Foreign Commercial Service (FCS).

BASIC FUNCTION OF POSITION:

The incumbent serves as a professional analyst and advisor to the Commercial Counselor in planning, organizing, and administering commercial services programs throughout the Maghreb to facilitate the marketing of US goods and services. The incumbent provides a wide range of advice and assistance to US firms, including developing marketing strategies and long-range planning, preparing market research and reporting, organizing trade missions, trade shows and events, and creating opportunities designed to facilitate commercial exchanges between the US and host country business representatives.

QUALIFICATIONS REQUIRED

NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

Education: A Master Degree in business management, management, marketing, economics, international trade or a related field is required.

Experience: Five to seven years of experience in business, government or NGOs in the field of marketing, economic research, trade promotion, international trade, banking or a related field is required.

Language: Level IV (fluent) English and French is required. Level 3 (good working knowledge) in Arabic is required.

Knowledge:

- Thorough knowledge and understanding of host country's economy, commercial and industrial structure, trade and investment laws, business practices, regulations and policies is required.
- Thorough familiarity of commercial service trade promotion goals, programs and procedures, marketing strategies and reporting requirements is required.
- Thorough knowledge of US business practices is required.

Skills and Abilities:

- Ability to plan, organize and execute complex commercial research projects and to prepare precise and accurate reports embodying in-depth analysis and evaluations is required.
- Ability to develop, maintain and expand an extensive range of high level contacts in government and the private sectors is required.
- Ability to render sound advice with impartiality and objectivity employing professional judgement is required.
- Ability to assess the economic and political environment as it relates to commercial matters/issues is required.

SELECTION PROCESS

When equally qualified, U.S. Citizen EFMs and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
3. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
4. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
5. Current Ordinarily Resident employees must serve in the same position for a period of 52 weeks before being eligible to apply for advertised positions.

TO APPLY

Interested applicants for this position must submit the following for consideration of the application:

1. Application for Employment as a Locally Employed Staff or Family Member, DS-174
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference

must submit documentation confirming eligibility for a conditional preference in hiring with their application.

3. Any other documentation (e.g., education diplomas, essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION

- a) By mail to: Human Resources Office
Attention: Vacancy Announcement 14-49
Address: 2 Avenue Mohamed El Fassi (ex-Marrakech), Rabat
- b) By e-mail: RecruitmentRabat@state.gov

Important: If your application has been selected for further consideration, you will be contacted within 3-6 weeks from the closing date of this vacancy announcement for further testing and/or interview.

***DEFINITIONS**

1. U.S. Citizen Eligible Family Member (USEFM) – **For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:**

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

2. EFM: An individual related to a U.S. Government employee in one of the following ways:

- Spouse;
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

3. Member of Household (MOH) – An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).
- Does not have the right to establish residency in the host country.

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. Ordinarily Resident (OR) – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the LCP.

The U.S. Mission in Morocco provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation.

The department of State strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.